

**Governmental Affairs Committee
Regular Meeting
May 5, 2004 - 8:30 a.m.
Tribal Office Conference Room A**

1. **Call to Order & Roll Call-**

Committee Chairman Michael Chapman called the meeting to order at 8:40 a.m. Those present: Annette Warrington, Kathy Kaquatosh, Gary Besaw, Jeremy Weso and Ben Kaquatosh (late). Also present for the meeting was Dan Maine.

2. **Moment of Silence** - A moment of silence was observed.

3. **Review Minutes Dated April 26, 2004-**

Motion made by Jeremy Weso to approve the minutes of April 26, 2004 with changes. Motion was seconded by Kathy Kaquatosh. All those in favor of the motion signify by saying aye, 4-for, 0-opposed, 1-absent. Motion carried.

4. **Software Update-**

Kathy Kaquatosh stated that the issue right now is e-documents and the software they were looking at doesn't have what they want concerning e-documents. Another software company is coming here to do a presentation on May 20 and Kathy will know more after the presentation.

5. **Complaint Procedure-**

Motion made by Jeremy Weso to table. Motion was seconded by Annette Warrington. All those in favor of the motion signify by saying aye, 4-for, 0-opposed, 1-absent. Motion carried.

Ben arrived at 9:15 a.m.

6. **Review Status of Insurance Plan-**

Committee went into lengthy discussion regarding insurance. Dan Maine informed the committee by making the changes in October 2003 the Tribe has saved about 7% off actual paid claims. Further changes to the insurance plan may need to be made.

Dan informed the committee that employees must be given a 60 day notice of changes to the plan. In order for the changes to go into effect October 1st, the employees will need to be notified by August 1st. Dan explained the possible changes;

- o Increase deductibles: \$250 Men. Clinic, \$500 WPPN, \$1000 Out of Network.
- o Increase out of pocket maximum: \$500 Men. Clinic, \$1000 WPPN, \$2000 Out of Network.
- o Change drugs to \$10 generic, \$20 brand name and \$30 non-formulary brand and institute a generic limit and step therapy plan for certain drugs.
- o Increase ER co-pay to \$100 per occurrence.

Dan also explained to the committee that it's important to change employee lifestyles to cut down on insurance costs. Committee discussed the following suggestions;

- o Create healthy lifestyle culture within group to reduce overall health care costs.
- o Work with Tribal Clinic to utilize Smoking Cessation.
- o Create incentives for employees to reduce weight, stop smoking and increase physical activity.
- o Educate employees regarding the use of health care service to help them become better health care consumers.

Committee went into lengthy discussion regarding the proposed changes and how the changes would impact the Tribal Clinic. Committee would like to meet with Jerry Waukau at the Clinic to discuss the changes.

Committee also discussed imposing a smoking ban around tribal buildings. Committee members stated that tribal buildings are already non-smoking. Some committee members would like to see smoking banned outside the buildings. Committee discussed whether or not the issue is for Governmental Affairs or if it should go to the Health & Family Committee.

Motion made to refer the smoking ban issue to the Health & Family Committee. Motion was seconded by Gary Besaw. All those in favor of the motion signify by saying aye, 5-for, 0-opposed. Motion carried.

7. Discuss Personnel Policies & Procedures-

Ben Kaquatosh stated that Betty Jo Wozniak from Maehnowesekiyah and Scott Wouters from Menominee Tribal Police Department were selected to sit on the Policies and Procedures workgroup. Ben went on to say that the group already held their first meeting and in the future they plan on meeting once a week for two hours. Committee was informed that you don't have to be a part of the workgroup to submit recommendations and anyone wishing to make recommendations just needs to submit them to the workgroup.

8. Committee Goals-

Committee discussed what their goals and objectives for this year would be and decided to go with the following;

1. Human Resources. The GAC will assume responsibility for reviewing and amending existing HR policies and procedures to increase the efficiency and effectiveness of tribal operations.
2. Tribal Health Insurance. The GAC will review, monitor and recommend changes to the tribal health insurance plan, so as to ensure sound management of the plan and to devise a strategy that will curb plan related losses and attempt to recover prior year losses that were underwritten by the tribe.
3. Accounting. The GAC will review, monitor and amend accounting policies and procedures to ensure sound fiscal operations, including assessing and recommending new software.
4. Tribal Operations Plan. The GAC will from time to time review the Government Operations Plan 95-04 and suggested recommended changes to enhance the efficiency and effectiveness of tribal operations.
5. Tribal Ordinance Development and Review. The GAC will periodically develop ordinances, and or motions, resolutions and rules that will enhance the infrastructure of tribal operations including working with appropriate committees on the codification of like-minded ordinances.
6. Technology.

Motion made by Ben Kaquatosh to go with the six goals and objectives as listed and to have the respective department head put some specific objective under those categories. Motion was seconded by Gary Besaw. All those in favor of the motion signify by saying aye, 5-for, 0-opposed. Motion carried.

9. Review Rules of the Legislature-

Chairman Chapman made changes to the draft that Jeremy Weso created for the last meeting. Committee agreed that more changes need to be made on the time on task section. Gary Besaw will re-write the time on task section. Committee will review the changes at the next meeting.

Motion made by Ben Kaquatosh to table the Rules of the Legislature until the next meeting. Motion was seconded by Jeremy Weso. All those in favor of the motion signify by saying aye, 5-for, 0-opposed. Motion carried.

10. Ordinance 82-10 Tribal Preference-

At the previous meeting, the committee members agreed on adding a section to the interview process by adding five extra points to those who are US Veterans. After reviewing the ordinance committee members noticed that other changes may need to be made. Committee went into a lengthy discussion regarding how the ordinance would apply to the proposed Kenosha casino. Committee decided to send it to legal for review.

Motion made by Ben Kaquatosh to refer Ordinance 82-10 Tribal Preference to the Tribal Attorney. Motion was seconded by Annette Warrington. All those in favor of the motion signify by saying aye, 5-for, 0-opposed. Motion carried.

11. Other Business-

Dan Maine was present and spoke to the committee about the 401K Plan. No action was taken.

Chairman Chapman informed the committee that he would like the next meeting set for May 21st at 1:00 pm and would like Ordinance 82-10, Rules of the Legislature and Net Use Revenue Plan on the next agenda.

12. Adjournment-

Motion made by Gary Besaw to adjourn. Motion was seconded by Jeremy Weso. All those in favor of the motion signify by saying aye, 5-for, 0-opposed. Motion carried.

Meeting adjourned at 11:20 p.m.

Respectfully Submitted by
Legislative Staff Services